

SUPERINTENDENT'S CONTRACT

This Superintendent's Contract is made and entered into this 23rd day of April, 2015, by and between the **Board of Education of Grayson County, Kentucky**, ("Board"), whose address is 790 Shaw Station Road, Leitchfield, KY 42754, (Pursuant to a special School Board meeting held on April 23, 2015 and the approval of this Superintendent's Contract by the Board of Education at its special School Board meeting, at which meeting Carolyn Thomason, Chairman of the Board, was authorized to execute this Contract for and on behalf of the Board), and **Douglas W. Robinson**, ("Superintendent"), whose address is 1101 Sulphur Wells Road, Leitchfield, KY 42754.

Whereas, Board and Superintendent desire to enter into a Superintendent's Contract in accordance with Kentucky law to be effective July 1, 2015; and

Now, in accordance with *KRS 160.350* and other applicable Kentucky law, Board appoints Douglas W. Robinson as its Superintendent of Schools effective July 1, 2015 and expiring on June 30, 2019. Superintendent holds a statement signed by the Chief State Officer being a Certificate of Administration and Supervision issued in accordance with the revisions of law which qualify Superintendent to hold the position to which he has been appointed. A copy of said statement is attached to this contract and incorporated herein by reference as though copied in full.

It is agreed by and between the parties that Superintendent be and is appointed Superintendent of the Grayson County School District for a term beginning July 1, 2015 and expiring on June 30, 2019 in accordance with *KRS 160.350*.

Superintendent shall receive an annual salary of \$115,000.00 (base salary) plus all accrued annual and experience based salary raises equal in percentage to that

received by all other Certified Employees on each and every July 1st for each and every year he is employed by Board as Superintendent. Any increase in salary for the Superintendent during the life of his contract shall not be deemed as either a new contract, or that the termination date of his contract, or any extension therefor, has been extended.

In addition to the minimum annual raise of the salary of the Superintendent, Board may vote to grant Superintendent an additional merit raise. In any event, the Superintendent's then current salary may not be decreased. This salary shall be paid to Superintendent in regular installments in accordance with the schedule of salary payments in effect for other Certified Employees.

In addition to the before set forth salary, Superintendent shall be provided a vehicle for his use as long as he is Superintendent. All fuel and maintenance expense for said vehicle shall be paid by Board. This vehicle shall remain the property of Board. Board and Superintendent realize and understand that the Internal Revenue Code pursuant to Publication 15-B regards the Superintendent being allowed to use a vehicle as a fringe benefit.

Superintendent shall further be reimbursed for out of county travel when it is not practical to use the Board vehicle that he has been provided. The amounts paid will be as set out in the Board Policy for employees, established each year by Board.

Board shall further pay on behalf of Superintendent all membership dues to any organizations that the Superintendent feels are necessary to carry out his duties.

Superintendent shall be entitled to and provided all benefits provided to 240-day certified employees of Board in addition to the before set out benefits, except for

reimbursement for travel expenses that are inconsistent with the travel expense benefits set out above in this contract.

Superintendent shall be provided a cellular phone and computer as well as any other technology benefits provided to other employees. Any technology hardware shall remain the property of Board.


Superintendent is to devote his entire time to the discharge of his duties as set out by laws, rules and regulations of the State Board of Elementary and Secondary Education, and failure to do so will invalidate this contract, except that the Superintendent may enter into a contract with this Board in accordance with the provisions of *KRS 160.440* without additional compensation.

It is agreed by and between the parties to this contract that Superintendent shall properly and effectively perform his duties as Superintendent subject to law. Annual evaluation of the Superintendent and merit raises, if any, each year, starting with the fiscal year 2015-2016, will be based on the School Board Goals established by the School Board Team (Superintendent and School Board Members). It is understood that Superintendent shall devote 100% of his working time to his job as Superintendent and that this is a full-time job requiring a minimum of 240 days worked. He is further expected to work in a conscience manner toward the goals established by the School Board Team and properly perform his duties as Superintendent of Schools. It is understood by and between the parties that the failure to so perform shall be grounds for "termination for cause" by Board of this contract.

This contract entered into this day and year above set out has an effective date of July 1, 2015 and shall expire June 30, 2019. This is a four year contract.

BOARD OF EDUCATION
OF GRAYSON COUNTY, KENTUCKY

by:


CAROLYN THOMASON, Chairman


DOUGLAS W. ROBINSON, Superintendent